



United States
Office of
Personnel Management

Washington, DC 20415-0001

In Reply Refer To:

Your Reference:

OCT 27 2003

Ms. Ellen E. Tunstall
Principal Deputy Under Secretary of Defense
For Civilian Personnel Policy
1400 Key Boulevard
Arlington, VA 22209-5144

Dear Ms. Tunstall:

This responds to your request to extend the personnel interchange agreement between the Civilian Intelligence Personnel Management System (CIPMS), now reorganized into the Defense Civilian Intelligence Personnel System (DCIPS), and the competitive civil service. We are extending the personnel interchange agreement for 1 year until September 30, 2004.

Your letter of September 30, 2003, requested an extension of 6 months. We understand the purpose of requesting this brief extension was to provide time for the Department of Defense (DoD) to evaluate the feasibility of a request to expand the agreement to additional DCIPS components, and to evaluate the operational features of the agreement. After discussion with Kay Burrus, of your staff, we have determined it is reasonable to extend the agreement for 1 year to provide more time to complete the evaluation you describe. In addition, the Office of Personnel Management (OPM) has an evaluation requirement we must complete.

OPM reserves the authority to terminate this interchange agreement if we determine that the conditions for its continuation are no longer met. The expanded coverage of the DCIPS personnel system to include any one of the additional DoD intelligence components, as defined in P.L. 104-201, without providing OPM with the opportunity to review the application of the system would result in termination.

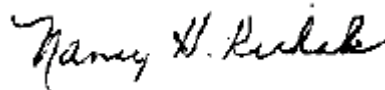
We must also reiterate our concern about the conversion of all CIPMS employees to the new appointing authority under the DCIPS. The result of this conversion has blurred the distinction of the former CIPMS employees, who are eligible for coverage under the interchange agreement, and the employees of the other intelligence components, who are not entitled to the same coverage. While all of these employees appear to be covered by the same appointing authority, based on their current Personnel Actions, SF-50's, only the former CIPMS employees are

eligible for consideration under the interchange agreement. This operational discrepancy must be resolved very quickly so that this agreement can continue in force. Please contact Diane Tyrrell at 202-606-1730 so that she can assist in resolving this issue.

If you have an interest in continuing this interchange agreement beyond its September 30, 2004 expiration, you must submit a new request to extend the agreement.

We will notify the Federal community of the continuation of this interchange agreement through a posting on OPM's web site and by issuing a notice through OPM's Notice and Posting System.

Sincerely,

A handwritten signature in black ink, appearing to read "Ronald P. Sanders". The signature is fluid and cursive, with the first name "Ronald" being more prominent.

Ronald P. Sanders
Associate Director
Division for Strategic Human
Resources Policy

U.S. OFFICE OF PERSONNEL MANAGEMENT

NOTICE AND POSTING SYSTEM

Notice No: Provisional

Washington, DC 20415

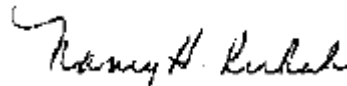
Date:

Notice of OPM Policy Information

AGENCIES: This notice announces the extension of the interchange agreement with the former Civilian Intelligence Personnel Management System, now the Defense Civilian Intelligence Personnel System

Heads of Departments and Independent Establishments:

1. The Office of Personnel Management has approved an extension of the personnel interchange agreement that permits movement between the competitive civil service and positions in the Military Departments (Army, Navy, and Air Force) covered under the Defense Civilian Intelligence Personnel System (DCIPS), formerly the Civilian Intelligence Personnel Management System (CIPMS). Coverage under this agreement does not extend to employees of other components of the DCIPS. The agreement is extended through September 30, 2004. Attached is a copy of the original agreement which is unchanged except for the new expiration date and the name change to DCIPS.



Ronald P. Sanders
Associate Director
Division for Strategic Human
Resources Policy

Attachment

Distribution

Inquiries: Center for Talent & Capacity Policy, 202-506-0960

AGREEMENT FOR THE MOVEMENT OF PERSONNEL
BETWEEN THE CIVIL SERVICE SYSTEM AND
THE CIVILIAN INTELLIGENCE PERSONNEL MANAGEMENT SYSTEM (CIPMS)
IN THE DEPARTMENT OF DEFENSE

In accordance with the authority provided in Section 6.7 of the Civil Service Rules, and pursuant to the following agreement with the Department of Defense, employees serving in the Civilian Intelligence Personnel Management System (CIPMS) in the Military Departments (Army, Navy, and Air Force) may be appointed to positions in the competitive civil service, and employees serving in positions in the competitive civil service may be appointed to positions under CIPMS in the Military Departments, subject to the following conditions:

1. Type of appointment held before movement.

To be eligible for movement under this agreement, employees must be currently serving under a competitive career or career-conditional appointment or under a CIPMS appointment or have been involuntarily separated from such appointment without personal cause within the preceding year. CIPMS employees must be or have been serving in continuing CIPMS positions under excepted appointments without time limits.

2. Qualification requirements.

CIPMS employees must meet the qualification standards and requirements for the positions to which they are to be appointed in accordance with OPM established regulations for transfer of employees within the competitive service. Employees in the competitive service must meet the regular standards and requirements established by the Military Departments for appointment to CIPMS positions.

3. Length of service requirement.

CIPMS employees must have served continuously for at least 1 year in CIPMS positions before they may be appointed to positions in the competitive civil service under the authority of this agreement. Employees in the competitive civil service must have completed the 1-year probationary period required in connection with their

career or career-conditional appointments in the competitive service before they may be appointed to CIPMS positions, without serving a trial period, under the authority of this agreement.

4. Selection.

CIPMS employees may be considered for appointment to positions in the competitive civil service in the same manner that employees of the competitive service may be considered for transfer to such positions. Employees in the competitive service may be considered for appointment to any CIPMS position on the basis of their qualifications.

5. Type of appointment granted after movement.

CIPMS employees who are appointed to competitive positions under the terms of this agreement will have career or career-conditional appointments, depending upon whether they meet the 3-year service requirement for career tenure. The service which commences with a permanent CIPMS appointment will be accepted toward meeting the competitive service requirement. Employees of the competitive service who are appointed to CIPMS positions under the terms of this agreement will receive excepted service appointments under 10 U.S.C. 1590.

6. Probationary and trial periods.

Employees appointed under this agreement, who have previously completed a probationary or trial period, will not be required to serve a new probationary or trial period.

7. Status.

CIPMS employees who are appointed in the competitive civil service under the terms of this agreement will receive competitive civil service status. Thereafter, such employees will be entitled to the benefits and privileges provided by the Civil Service Rules and by OPM's regulations and instructions for persons having competitive civil service status. Employees of the competitive civil service who are appointed to CIPMS positions under the terms of this agreement will have whatever privileges are normally provided to persons who initially receive CIPMS excepted service appointments, under 10 U.S.C. 1590, in those agencies.